



## **Kzoo Retailers, LLC**

### **Social Equity Program**

In accordance with Emergency Rule 7(13) Kzoo Retailers will undertake the following actions “to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and enforcement and to positively impact those communities”.

- A. With the assistance of local employment and non-profit agencies, Kzoo Retailers will host in the Impacted Communities, from time to time, job fairs, in the hopes of developing potential employees from the Impacted Communities for Applicant’s business and possibly others in the industry.
- B. Combine with local civic organizations and community trade/training/ schools in the City of Kalamazoo to sponsor and assist in presentation of workshops for business training to local residents.
- C. Promote and host workshops with third parties participating in the marijuana industry (such as contractors, suppliers, electronic and social media people, accountants, attorneys, etc.) for people from the Impacted Communities to learn more about successful business operations and practices.
- D. Sponsor in City of Kalamazoo athletic and non-athletic groups and team(s) for youths to participate in group activities and team building under the guidance of community organizations.
- E. Establish with the approval of the Marijuana Regulatory Agency a Mentorship Program for individuals from Impacted Communities who are interested in the marijuana industry.
- F. Volunteer Time Off: Designate days that employees volunteer at local organizations in City of Kalamazoo.